

# BARSTOW LOG

Vol. 3, No. 18

Marine Corps Logistics Base Barstow, California

March 18, 1999

## Gatehouse construction project begins



Photo by Cpl. Kevin Dolloson

The construction project began Monday on the front and rear gatehouses on Nebo. Traffic was reduced to one lane for in-bound and out-bound commuters. Base personnel with valid stickers are requested to use the rear gate as much as possible – the rear gate is open from 5:30 a.m. to 5 p.m. It is also recommended that base residents traveling from housing use Iwo Jima Avenue. Construction is expected to last at least 30 days. Commuters should allow extra time traveling to and from the base. For more information about the gatehouse construction, call Rich Tusing, engineering technician, at 577-6492.

## 1999 is year of testing' Y2K solutions, says Hamre

By Jim Garamone

American Forces Press Service



WASHINGTON — Deputy Defense Secretary John Hamre told lawmakers that 1999 is “the year of testing” and that DoD has made excellent progress in ensuring the department is Year 2000 compliant.

Hamre testified before the House Government Reform Committee March 2. He forecasted that 93 percent of DoD’s computer systems would be Y2K compliant by March 31, the Office of Management and Budget deadline.

He said computer systems involved with nuclear weapon command and control are already compliant. “I would like to take this opportunity to state unequivocally that our nuclear command and control system has been thoroughly tested and has performed superbly,” he said. “We will continue to test and evaluate our systems involved with this most important function as our highest priority.”

Hamre said the Y2K problem, or millennium bug as it is also known, is particularly critical to DoD because of the department’s reliance on computers. “These are not simply weapon systems, the category best-prepared for the Year 2000, but command and control systems, satellite systems, the Global Positioning System, highly specialized inventory management and transportation management systems, medical equipment and important systems for payment and personnel records.”

See Y2K Page 8

## Human Resources settles in

By GySgt Frank Patterson  
Public Affairs Chief

1998 was a year of change for the Barstow Satellite Office of the Marine Corps Civilian Human Resources Office - West or, as it is commonly referred to, the HRO. Those changes involved the physical repositioning of the office to Building 37 and the regionalization of certain functions.

By consolidating some local functions to Human Resource Service Centers (HRSC) and redesigning business processes, customer service and management support organizations, a new, lean HRO prepares to meet the Department of the Navy’s regionalization requirements.

HRSC-SW in San Diego is the regional center for the HRO. As such it services 42,000 customers.

“The HRSC now serves as the action processing center for several

processes previously handled locally,” said Esther V. Gonzales, manager, HRO. Some functions transferred to the HRSC include processing and effecting personnel actions including recruitment actions, maintaining official personnel folders, advising employees regarding benefits and services, and processing employee benefit actions.

The HRSC also administers generic training and provides employment verification.

“The regionalization process included implementing information technology as a new way of doing business,” said Gonzales. “The HRO and HRSC work closely to ensure the highest level of quality support is received.”

While many functions are accomplished through computers and electronic networking, some specific services are still accomplished through the postal system or by making a

phone call. “The local staff of the HRO is subject to the same changes experienced by the customers we serve,” said Gonzales.

“Specifically, benefit services between employees and the HRSC are accomplished by phone or mail, and the process of applying for job opportunities are done through the mail,” explained Gonzales.

The HRSC issues merit promotion job opportunities under the open continuous and stand-alone announcements. The HRSC also issues temp, term and permanent job opportunity announcements that are open to the public under the delegated examining authority. Each announcement indicates the specific submission requirements for each job.

“Every announcement has different requirements,” noted Gonzales.

See HRO Page 8

### Women’s History Month



March 1-31, 1999  
See related story page 4.



## The Commander's Forum

The "Commander's Forum" is a tool the Base Commander uses to hear and address the concerns of base residents, employees and others. To contact the Commander's Forum, call 577-6535 or send your concerns via LAN to COMMANDER'S FORUM@HQTRS1.

### Why are system upgrades being done during working hours?

**Q:** In my section, it is imperative that we have access to the "NIMMS" system in order to receive ALL of the parts that Repair Division needs to stay productive. Currently, we have an entire section of IP-16 overloaded with material for the "RAM" project, that we have not been able to process due to other logistical problems; however, at this time, we are ready to begin processing these items, yet now we are being told that NIMMS will not be available until Monday at the earliest. The fact that NIMMS is going down is nothing new. NIMMS has been very unreliable since it was implemented here

at MC3, but this new RAM project is being touted as the most important project for the survival of MC3 in years, and we have been told that the money on this project has to be monitored very closely to make sure this project does not run over budget and fail. So, my question to you is -- Why are these NIMMS upgrades and maintenance being done during normal working hours? They should be done on the weekends and after hours only. It costs more to have an entire warehouse full of people not being productive making good money, rather than having repair people complete their tasks when it would least interfere

with our production. When NIMMS is down, we can't work, plain and simple ...

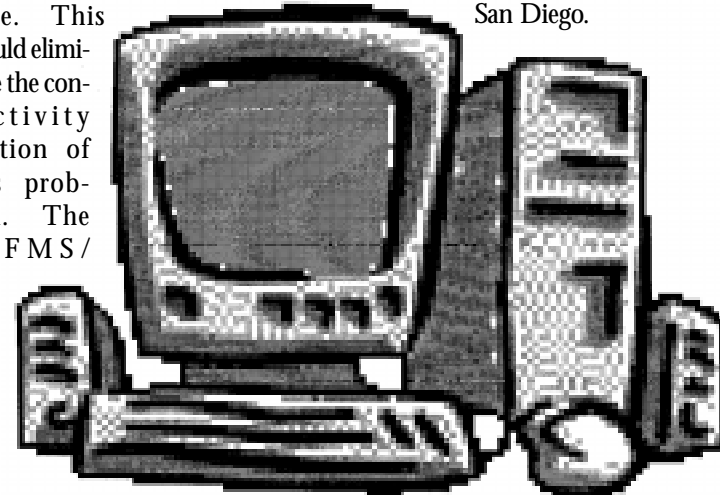
**A:** I understand your frustration with the DIFMS/NIMMS system being down so often. The downtime has been a result of many different factors. The major factors that have caused downtime are problems with the Local Area Network (LAN), the DIFMS/NIMMS database problems, and San Diego processing and hardware problems. Each of these unrelated problems adds up to a significant amount of downtime.

The Management Information System (MIS) Section at the Maintenance Center is aware of the problems and each time the DIFMS/

NIMMS goes down, section personnel quickly identify the problem and report the problem to whomever can resolve it.

The Marine Corps has plans to upgrade the LAN hardware and software. This should eliminate the connectivity portion of this problem. The D I F M S /

NIMMS system now processes at San Diego. This month processing will be transferred to San Antonio, Texas. Hopefully, this move will eliminate some of the processing and hardware problems we have had at San Diego.



### What more could I possibly need?

By Lt. Michael Michener  
Base Chaplain



The 23rd Psalm is probably the most familiar passage in all of scripture. Whether a person has grown up in church or has never been to a church service, most have been exposed to the 23rd Psalm at one point or another simply because it is often used at funerals. It is so well liked because it speaks to our need. Our modern world leaves most of us unfamiliar with the art of shepherding, but basic human need is common to us all.

The first line of the Psalm serves as a general statement that is then particularized in the following verses. The premise seems to follow this order: If God is my guide and I trust Him like the sheep trust a shepherd, then what more could I possibly need? He knows that I need food and water on a regular basis. I have been blessed with not knowing hunger. There was a time in my life when I was so

poor that I could not afford groceries. But I did not go hungry. God took care of it. *He makes me lie down in green pastures, and He leads me beside still waters.*

God also knows that I am essentially a spiritual being - that life itself is basically a spiritual event. He knows that I need to have a good relationship with my Creator. He knows that I need spiritual energy even more than I need food and water. Who I am and who I become are largely dependent on who He is and the extent to which I am willing to follow His leading. Consequently, *He restores my soul.* And, *He guides me in paths of righteousness.*

There will be times in all of our lives when things seem bleak. There will be times when the circumstances around us will seem overwhelming. Even though we may have been the ones who caused our bad situation or we are experiencing consequences of our own bad choices, we can know God's gentle hand of correction. That is why, *Even though I walk through the valley of the shadow of death, I have nothing to fear because God is with me.*

See CHAP Page 12

#### Chapel Hours

Protestant Sun. 8:30 a.m.  
Catholic Mass Sun. 10:30 a.m.

**Confession services before Mass**

#### Yermo Bible Study

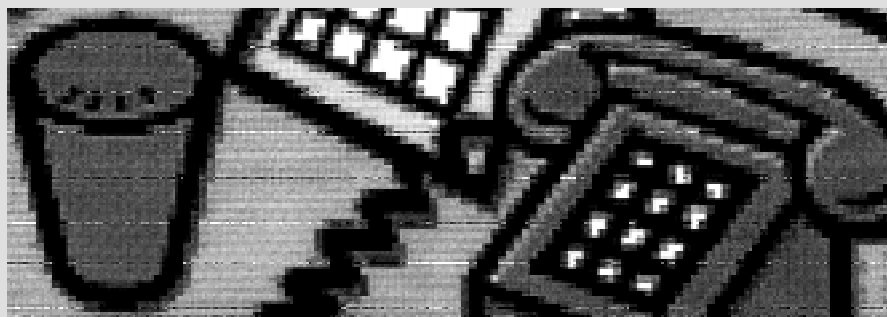
Tue. & Thu. 11 - 11:30 a.m.  
At the Colonel's Workshop  
For more info, call Chris Moya at 577-7268.

## Y2K Watch ...

### Telephone systems

**Q.** What will happen to my telephone service?

**A.** There are varying answers to this question. According to Ameritech spokesman Frank Mitchell, "basically, nothing will change. Your caller ID and network will work. And we're currently updating the 911 services we are involved with so there will be no disruptions." Most Y2K observers believe that widespread disruption of service is extremely unlikely to occur. Obviously unforeseen events, including issues not related to possible Y2K problems (i.e., ice storms) may make it impossible for the phone companies to maintain all service. Navy switches on bases and installations have been inspected and only 21 of 165 switches still require modifications to meet billing and maintenance functions related to year 2000 requirements. Work is underway to implement the required fixes and all work will be completed by June 30.



**Q.** Will I be able to place local and long-distance calls in the normal way after Jan. 1?

**A.** Yes, according to US West's year 2000 initiative executive director in an interview with the Glenwood Post Jan. 4, US West is a telephone company that provides long-distance service to customers in 14 western states. Executive Director William White explained that most telephone switches, which relay long-distance calls to their proper destination, are not date-dependent. "Most switches don't care what day it is," White explained, when it comes to completing calls. "If you can't program a date into it, it's likely to be very date insensitive." White said regional telephone companies have collaborated to ensure the switched network works smoothly through the date change.



Marine Corps Logistics Base Barstow, California  
Colonel Mark A. Costa, Commanding Officer

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The editorial content of this newspaper is prepared, edited and provided by the Public Affairs Office of Marine Corps Logistics Base Barstow, California. Mailing address: Commanding Officer (B130), Command Headquarters, Marine Corps Logistics Base, Box 110100, Barstow, CA 92311-5001. The Public Affairs Office is located in Building 33. Phones: (760) 577-6430, 577-6450, 577-6451, FAX 577-6350, DSN prefix 282.

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For information on advertising in BARSTOW LOG, contact Paul Kinison of Aerotech News, Lancaster, Calif., phone: (805) 945-5634.

# News Briefs

"News Briefs" is designed to disseminate information to the MCLB Barstow community. Submissions should include a point of contact, a phone number, and be received by noon, Friday for the next issue. Submit news briefs via LAN to PAO@PSD.

## March of Dimes WalkAmerica

Barstow's annual March of Dimes WalkAmerica for healthier babies will be Saturday, April 24 starting at Kmart, 510 E. Virginia Way. This year's theme is 'Saving Babies Together.' Registration begins at 7 a.m. and the walk starts at 8 a.m. Walkers, strollers and runners have a choice of one and one-half, three and nine-mile routes. For more info on participating, forming teams, pledge sheets etc. contact Corky Nottingham at 252-5023 or Donna Siegel at 242-9784.

## College is for everyone

A national survey conducted by the American Council on Education showed that while the vast majority of Americans value a college education they overestimate the cost and underestimate the resources available to help pay the cost of college.

This lack of information may result in many Americans missing their opportunity to attend college.

A coalition of America's Colleges has launched a new program titled **College is Possible** to combat any lack of information and resources. For further info contact the coalition's at <http://www.college.ispossible.org> or the Department of Education at (800) 433-3243.

## Budget Office bake sale

The Budget Office will sponsor a Navy Relief bake sale starting at 7:30 Wednesday in Section Blue of Bldg. 15. Baked goods will include cakes, pies, cookies and more.

## Housing repair request

For housing repairs, contracts are evaluated depending on the type of work necessary. If the work is of a critical nature or under the IQ portion of the contract, the 100% method of evaluation is used.

Contractor response times will vary; however all calls will be responded to within 30 minutes. For urgent calls, the contractor will arrive at the jobsite within four hours during duty hours and within eight hours in the evening, holidays and weekends. Routine repair calls will be completed within five working days.

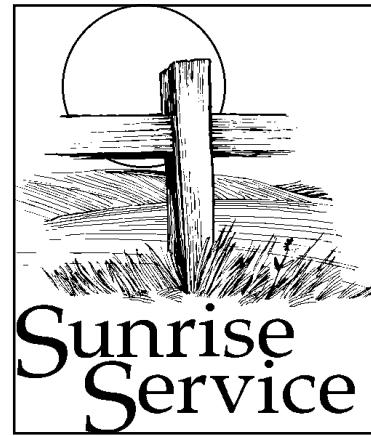
There's a complaint system in place and if tenants are at anytime unhappy with services provided, an action form can be filled out at the Housing Office. The form will be evaluated, and the problem will be resolved by Quality Assurance in accordance with contract requirements.

In the future contractors will be required to leave a customer evaluation form with all tenants to help Quality Assurance ensure compliance.

For more info, call the Housing Office at 577-6706, or for Quality Assurance call Bill Kearl at 577-6012.

## Ecumenical Sunrise Service

The Base Chapel will hold an Ecumenical Easter Sunrise Service, weather permitting, behind the Chapel at 6:30 a.m. on April 4. Guests are advised to dress warm. For more info, call Chaplain Michael Michener at 577-6849.



## Parris Island to dedicate monument

The Marine Corps Drill Instructors Association will erect and dedicate their monument "The Known Marine" at Parris Island April 24.

This monument honors all men and women Drill Instructors who have trained or are training the future of the Corps and to all those who have stood in the "Final Formation."

If you, or someone you know, would like to be a part of these historical events or want information about getting a brick in honor of someone or for yourself, write: USMC Drill Instructors Association, National Headquarters, 4085 Pacific Highway, San Diego, CA 92110 - or call (619) 688-0864, email [natdiass@netscape.net](mailto:natdiass@netscape.net).

# Women in military make impression on America

By the Directorate of Research  
Defense Equal Opportunity Management Institute

The World War II era encouraged women to enter jobs traditionally held by men. As part of the war mobilization program, the federal government launched an unprecedented effort to draw women into the workforce and change public opinion of women's roles.

"Rosie the Riveter," a character in a popular song, who became a popular symbol for women, and who rolled her sleeves and went to work for the war was also portrayed on a postage stamp. The competent image that had inspired so many during the war failed to survive the war. Women were encouraged to return to their homes.

Before the 1948 Women's Armed Services Integration Act, women could not permanently enlist in the military. They were assigned to special auxiliary forces established to meet manpower shortages. The act excluded women from combat and imposed a two-percent ceiling on women. The ceiling was lifted in 1967 to ease the shortages in Vietnam.

The change to an all-volunteer force in 1973 and changing demographics resulted in more manpower shortages and again created opportunities previously denied women. Aviation assignments were opened to women in the Navy. With the exception of the Marine Corps,

other services soon followed. A 1973 Supreme Court landmark decision overturned the law that granted unequal benefits to spouses of military men and women, unless the spouses of military women could prove that they were, in fact, dependent on their wives for more than 50 percent of their support. Sharon Fontiero, a U.S. Air Force lieutenant brought suit when she was denied medical benefits and a housing allowance, benefits wives received without question. Ruth Bader Ginsburg, who later became the second woman appointed as a Supreme Court Justice, argued the case. The decision, which traced the evolution of women's legal status in America, began:

*There can be no doubt that our Nation has had a long and unfortunate history of sex discrimination. Traditionally, such discrimination was rationalized by an attitude of "romantic paternalism" which, in practical effect, put women, not on a pedestal, but in a cage ... our statute books gradually became laden with gross stereotyped distinctions between the sexes ...*  
— the Encyclopedia of Women's History in America.

The post-World War II military policy toward the family was maintained until 1975. The policy assumed women's natural responsibilities as wives and mothers were incompatible with their military duties, and the former must take precedence irrespective of their professional value to the service. Pregnancy was automatic grounds for discharge. The Clinton administration's

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***They have assumed roles that were once the exclusive domain of men. Education, health care, family, environment – once called "women's issues" – concerns everyone now.***

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new policy on women in combat further expanded the role of women in the military. Exposure to risk alone became insufficient ground for excluding women in the Air Force and Navy with 70 percent and 62 percent open to women in the Army and Marine Corps, respectively. Women are barred from almost all assignments that involve operating offensive weapons and ground fighting. The issues of women in combat challenge the deeply held assumptions and beliefs about the nature of war, the military, men and women, and the debate continues today.

Women have challenged the social traditions that limited their potential. They have suffered but they have endured and they have triumphed. They have assumed roles that were once the exclusive domain of men. Education, health care, family, environment — once called "women's issues" — concerns everyone now. The end of the Cold War shifted emphasis from military to

openness, trust, compassion and understanding. The United States has shifted from an industrial to an information society. The global spread of democracy and the economy will create new challenges and opportunities for women. Women are becoming social activists in the Third World countries to overcome health, education and welfare issues that threaten to disrupt the world economy.

The diversity of American women has become more and more evident. There are still barriers to unity. Equality does not diminish resources; it enhances them. In this imperfect world, sexism, violence, sexual abuse and harassment are still with us. If we are to become a truly pluralistic society, our differences must be freely expressed and celebrated. We must join in partnerships for the betterment of all humanity. Exploring the historical times and the positions of women helps us understand the human connections we share across generations and our connections with one another.

domestic issues. The new era emphasizes intuition, connectedness and interrelationships; characteristics generally associated with femininity. Women have amassed expertise on domestic issues and are influencing business and politics with new styles of leadership. The authoritarian management approach is shifting in favor of a more feminized approach that favors supporting and empowering people. It is characterized by

# MCCS Update ...

By James H. Gaines  
MCCS Publicity

**Exchange construction begins in 11 days**

Construction will begin Monday March 29, for the renovation of the 7-Day Store and the gas pump installation. Completion for the 7-Day Store is June and the gas pumps should be up and running in September. The 7-Day Store parking lot will be closed during this time. Please use the main Exchange parking lot and store entrance.

**Customer Service has lots to offer at Base Exchange**

Western Union, Teleflora, United Parcel Service, layaway, dry cleaning & laundry, and U-Haul rentals are some of the services available at Customer Service.

Self-storage units are also available. Spaces are \$20 for small units (4' x 8'), and \$25 for large units (8' x 10').

The Base Exchange is open Mon-

day through Saturday 9 a.m. to 6 p.m. Sunday 10 a.m. to 6 p.m. For more info, please call 256-8974.

**1880's Wild West Night**

Enjoy live entertainment, music by Bob Fogle, Calico gunfighters and much more plus a great dinner on Saturday March 27 from 6 p.m. to midnight.

Cost is \$8.95 for advance tickets, \$10.95 at the door with free sou-

venir mugs. Advanced tickets may be purchased no later than Friday March 19.

Dinner menu includes: Baron of beef, chili beans, coleslaw, corn on the cob, rolls/corn bread, apple cobbler.

Event schedule is as follows: 6 p.m. to 7 p.m. - Social Hour, 7 p.m. to 8 p.m. - Dinner, 8 p.m. to 10 p.m. - Live Entertainment, 10 p.m. to 12 a.m. - Contests.

For advanced ticket purchases contact Danielle, Par or Virginia at 577-7613, 577-7614, 577-7620.

This event is open to all military and civilian personnel and their guests.

**Family Restaurant & Cactus Cafe weekly lunch menu March 18 -25. Today-** Sweet & sour chicken.

**Friday March 19** -Hoki fish and Cajun cat fish.

**Monday March 22** - Potatoes Au Gratin with turkey.

**Tuesday March 23** - Chicken pot pie.

**Wednesday March 24** - Prime Rib. **Thursday March 25** - Baked ham.

The Cactus Cafe is closed Friday March 19.

**Family Night Dinner Menu at Family Restaurant**

**Tonight:** Yaki Soba, egg rolls, fried rice, Teriyaki chicken and white rice. **Thu. March 25:** Chili Verde, Mexican rice, beans and beef fajitas.

**MCCS Info Hotline**

For info on MCCS services and events call 577-6390 24 hours a day. Between 3:30 p.m. and 7 a.m. there is automated answering.



# Military, base employees help local school children

By SSgt. Matt Olivolo  
BARSTOW LOG staff

Helping a child learn to read is not only for teachers anymore. Following the Base Commander's intent on volunteerism, military members and base employees volunteer their time to help teach school-age children become better readers at Crestline Elementary School in Barstow.

Sometimes a child can have a difficult time learning the basics of reading, and as a result can't keep up with the class they are in. If this occurs, the student is sent to a reading lab or mentor program, where those basics can be taught.

Lora Wilson, Crestline reading lab teacher, works with the children on a one-on-one basis, however she can't help all of the students at the same time. That is where the volunteers from base come into play.

Recently, base volunteers have stepped in to help work with the children, however more are needed.

"The volunteers from the base that come out really have helped with the children," said Wilson.

"However when the kids come in, they look for the tutor or mentor that helped them the previous time."

Sometimes due to job requirements, volunteers aren't able to come out consistently.

"For those that do want to help, this allows volunteers to touch a child's life and help them become literate," said Wilson.

Maj. Deane Corbett, director of personnel support division, has been involved with the mentor program for several months.

"Since I've been out there helping the kids, I've seen a positive change in the way they interact with [volunteers]," explained Corbett.

"We use a system for teaching the children to read," said Corbett. "There are 20 different levels the child must progress through. Once a child can read from the first level with ease, then they go to the next level of reading."

Once a student reads through a book, he must then go over the moral of the story to the tutor. Then the student is asked to write a sentence about the book.

"The volunteers are the ones that

make the program successful. Without them, we wouldn't have a program," said Corbett. "We need more base employees to come out and join us in teaching these children."

The Base Commander has approved "all base employees" to have the opportunity to volunteer and help these children.

The times allotted for working with the children are as follows:

Monday, Tuesday, Thursday and Friday from 12:30 to 2 p.m.

For more information on this program, or to volunteer, contact Lora Wilson at 252-5095 or Maj. Deane Corbett at 577-6870.



Photo by SSgt. Matt Olivolo

Patricia Gorman (left), reading lab volunteer, helps Nechel Payne, first grade, read and practice pronunciation drills.

## Harold C. Lucas Memorial Sword honors war veteran, recognizes Marine of the Year

By LCpl. Brian Davidson  
BARSTOW LOG staff

From the first day of recruit training Marines learn to adapt and overcome, and to develop their potential. Not because they'll be rewarded for doing so, but because it's part of being a Marine.

The importance of giving nothing less than maximum effort is stressed throughout the Corps and is reflected in the numerous meritorious boards, personnel and readiness inspections, and tasks that Marines ensure are properly completed.

The *Harold C. Lucas Memorial Sword* was commissioned in recognition of those who strive for the highest levels of excellence, the Marine of the Year Award for Marine Corps Logistics Base Barstow.

The specially fitted noncommissioned officer's sword was chosen as the ideal award by its founder, retired Air Force Chief Master Sergeant and local businessman Robert Lucas because of what it represents.

According to Lucas, the sword is a symbol of gallantry, leadership and tradition, and a fitting award to not only honor the memory of a Bronze Star and Purple Heart veteran, but to be awarded to the Marine of the Year.

"I wanted to present this award because I felt it was appropriate to award the Marine Corps in honor of my father," he said.

His father, Harold C. Lucas, a Navy veteran, served in World War II as an underwater demolitions expert, a predecessor of today's Navy SEAL. He was one of 12 underwater demolitions experts who cleared the approach lanes to the island of Iwo Jima.

With his shipmates, Harold Lucas set about the task of dismantling or destroying the explosives and obstacles that would have claimed the lives of many Marines in the amphibious assault. A number of Lucas' shipmates died in the mission. He suffered serious injuries while undertaking his dangerous task, according to the award's citation.

Lucas and others like him selflessly displayed the core values of honor, courage and commitment. Their actions played a pivotal role in the success of the bloody assault on Iwo Jima. Their heroism was a major factor in the overall success of operations in the Pacific.

The capture of Iwo Jima greatly accelerated the bombing of Japanese home islands and, at the same time drastically reduced the loss of American lives and equipment as noted in the book "The Compact History of the USMC."

Lucas only recently learned of his father's military history in his efforts to have his father's

distinguished medals and awards restored after they were stolen in a burglary.

"It blows my mind that I retired from the Air Force and I didn't know anything about my father's military career until the burglary. Many of my father's awards were stolen," said Lucas.

Corporal Michael McQuillian's efforts to maintain high standards of conduct and duty were recently rewarded with the inaugural presentation of the *Harold C. Lucas Memorial Sword*.

"The first time I saw an NCO sword I didn't have the appreciation that I have for it now," said McQuillian. "I didn't realize that Marines were the only branch that allowed the enlisted ranks to carry a sword."

Being awarded an NCO sword for one's accomplishments in the Corps denotes a high level of achievement. It's a rare occurrence.

"I was shocked to see [the sword], and humbled. The history of one of our fiercest battles is being passed on to me," said McQuillian.

The heroism and traditions of the Marine Corps remain strong and were summarized

best in the words of Admiral Chester Nimitz who said, "Among Americans who served on Iwo Island uncommon valor was a common virtue."

The present-day NCO sword was originally adopted by the War Department April 9, 1850, as the regulation saber for the foot officers of the Army infantry. Marine noncommissioned officers adopted the sword in 1859. It was the first time a badge so symbolic of the commissioned officer had been turned over to the noncommissioned ranks. As the second oldest weapon still in use by America's armed forces, it has come to symbolize martial leadership. Those who carry it bear a heritage that has been passed down through history, according to "Marine Corps History and Traditions."

Bob Lucas announced he will continue to present the award to the Marine of the Year in his father's memory because he believes the importance of remembering the valor and heroism of those past is an inspiration for the future.

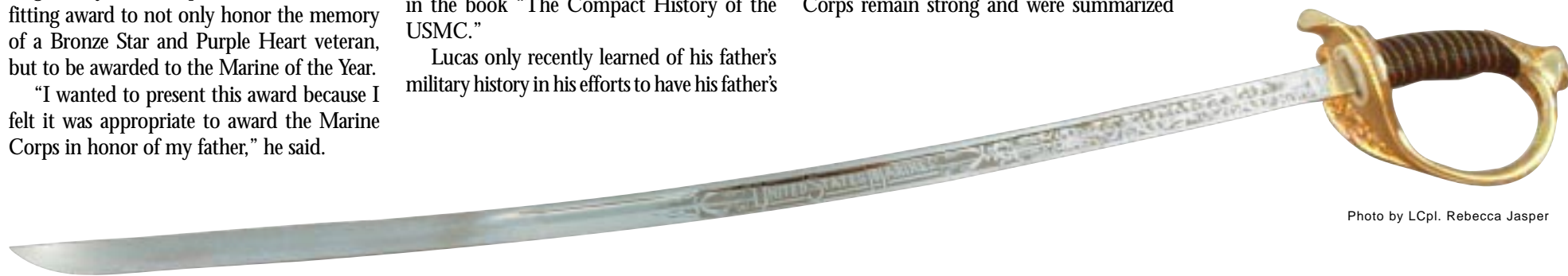


Photo by LCpl. Rebecca Jasper



# DIRECTOR'S CORNER

Marine Corps Multi-Commodity Maintenance Center Barstow, California

From the Director ...

## AAV bares it all for rebuild process

By Col. J. Martin Jr.  
Director, MCB

Disassembly of the Assault Amphibious Vehicle (AAV) has previously just included the major components. The new RAM/RS program has changed that. The hull is disassembled to the point where no bolted components remain. This is a major change from the past. Reorganization was required to accommodate the large volume of parts. A Material Control Center was started.

Cathy Ashbrook was tasked with developing a system to handle, store, route and deliver to the production line the appropriate

refurbished part when required.

Faced with the requirement to separate and transport 2,500 individual parts per vehicle, John Crane of Defense Distribution Depot Barstow supplied the solution. His department built a modular designed pallet collar that not only allowed the small pieces to be protected, but also kept the program from tying individual items to the pallet. Material Handling was challenged with charging each move to an individual hull and took in stride moving an excess of 87,500 pieces for the RAM/RS Program to date.

The employees disassembling the vehicles have done the impossible. To date, there have

been no injuries on the job and 39 AAVs have been stripped. AAV Hulls, Cost Work Center (CWC) 723, has involved every employee in the disassembly process in one form or another.

Transmission/ Power Train, CWC 721, has separated the engine transmission assembly and will soon rebuild the transmission and fit it to a new engine, increasing the horsepower of the AAV to 525 horsepower.

Environmental/ Safety Office, CWC 610, has aided in the disposal of excess materials and provided guidance in proper use of personal protective equipment.

A new manufacturing and resource plan-

ning system is being developed to route the materials. The team, led by Cliff German, has implemented a system that will allow 87,500 parts to travel through the entire Maintenance Center repair cycle and arrive on the assembly line just in time for the mechanics to assemble the vehicle.

International Standard of Operation (ISO) 9002 has been set-up to ensure the quality of the final product through process control.

The first place the system examines is the disassembly of the AAV.

Other articles describing the step by step overhaul of the AAV will follow.

## Disassembly, first step in AAV rebuild process

By Rick Bremen  
Production Management Department

When an assault amphibious vehicle personnel carrier enters the craneway, work to transform the vehicle into a Reliable, Available and Maintainable, rebuild-to-standard AAV P7, a state-of-the-art upgrade, begins.

According to CWO3 James Landry, Maintenance Center AAV RAM/RS Project Manager, the work to accomplish that transformation is divided into five distinct phases -- vehicle disassembly, hull modification, component rebuild, vehicle assembly, and test and integration.

The vehicle disassembly segment covers receiving the vehicle from the Fleet Marine Force (FME) through preparing the hull for shipment to the United Defense Limited Partnership (UDLP) in San Jose, Calif. The first step in the disassembly process, and probably one of the most critical, is the preinduction inspection. Once the vehicle is received from the FME, it is ready to be inspected. Keep in mind the results of this inspection will determine whether that particular AAV is a viable candidate for the RAM/RS upgrade. The inspections are performed jointly by representatives from the Maintenance Center and the Fleet Support Center (FSC). Quality Control Inspectors, Richard Henthorne and Craig Osborne, work with inspectors from FSC to perform the Limited Technical Inspections (LTIs). In the detailed process, they inspect and identify any missing components. There are seven pages full of criteria to check on the hull of the vehicle, and about a page of items to check on the vehicle's up-gunned weapon station.

Next, the AAV is sent to the disassembly team's area. The team has two disassembly stations set up, so two vehicles can be disassembled at the same time. According to Bill Winegar, they (the disassembly team) "bust the track" (remove the vehicle's track) and remove the power pack — the engine, transmission and cooling tower assemblies. Winegar is the AAV production team supervisor. Once this initial portion of the disassembly is accomplished, the vehicle is ready for its first steam cleaning, so it's moved down to the steam rack.



Photo by Donna Redes

Rodger Castillo (standing), CWC-723, is removing the batteries and battery cables. Jim Carter (kneeling), CWC-723, is removing the ramp hydraulic lift cylinder and the ramp wire rope assembly.

"In this first steaming," said Russ Lynn, cleaning and blasting supervisor, "we concentrate on removing the grease and grime from the floor of the vehicle, so the mechanics can work safer." The vehicle is then returned to the disassembly team

for continued disassembly work. As the parts are removed from the vehicle, they are taken to an adjacent holding area, where one of the quality control inspectors determines if the items are serviceable. The parts are then kitted for processing. Next, the inspector, the expeditor and the shop planner review the routing for all parts. The routes have been predetermined by the Engineering Department based on customer requirements in the Statement of Work, Rebuild Standard, and Technical Manuals. However, the routes are reviewed to determine if any changes are necessary due to the condition of the parts. The routes are produced by the Maintenance Center's Manufacturing Resources Planning II system. According to Steve Cruz, shop expiditer, the trio uses a form called the "Disassembly/Disposition Record" to aid in the effort. The shop planner takes the completed form and prepares work orders to process the parts as indicated, such as repair, replace (scrap) or fabricate the parts. The disposition instructions are then attached to the components.

Once the disassembly is complete, the AAV goes back for a second, more thorough, steam cleaning. After the cleaning, the hull is completely blasted and routed back to the AAV production team. The disassembly team removes the remaining road arm assembly. Quality control inspectors perform a final configuration checklist and a weld inspection on the hull. A representative from the Production Management Department contacts United Defense Limited Partnership personnel to arrange for the hulls to be picked-up. When UDLP's shipping contractor arrives, Production Management Department's material handling team loads the hulls onto the truck for shipment.

Although the current team is smaller, 27 employees have worked on the AAV/RAM/RS production/disassembly team. "Not all of these (27) employees are currently working on the AAV/RAM/RS production/disassembly team, but they all made a significant contribution," Winegar said. A critical factor to the success of RAM/RS is UDLP's role in the process.

See AAV Page 9

The DIRECTOR'S CORNER is published the third week of every month with news of interest about the Maintenance Center, Barstow

Maintenance Center Director: Col. J. Martin Jr.  
Maintenance Center Deputy Director: Gary Baker  
Editor: Dianna McCormick

DIRECTOR'S CORNER  
Phone numbers: 577-7054  
577-7055

Y2K from Page 1

DoD has about 9,900 computer systems with about 2,300 deemed mission critical. "DoD also operates over 600 military bases, which are like small towns, where the infrastructure is also vulnerable to Year 2000 problems," Hamre said.

DoD assigned responsibility for fixing Y2K problems to the defense leaders and warfighting commands. This high-level oversight has given added impetus to the program, he said. While seven percent of DoD computers will not be compliant by the March 31 deadline, DoD will continue working to make them compliant by the end of the year. He said those systems are receiving an "exceptional measure of management focus and oversight."

Hamre is briefed each month on systems that will miss the deadline. "Systems that continue to slip may have development and fielding efforts frozen, particularly if [they] are intended to replace an already compliant system," he said.

The focus of effort this year will be on complex, real-world, end-to-end testing of DoD business functions and warfighter missions, Hamre said.

"During 1999 we will test everything from paying service members to exercising vital command and control capabilities from 'sensor to shooter,'" he said. These tests include the "skein" of systems that must operate together to perform a mission or function. He called the Y2K testing the largest and most comprehensive evaluation plan in DoD history.

Hamre said testing in this manner is as complex as going to war. It involves all areas of DoD, and, he said, the testing

would increase in scope and complexity as the year goes on.

All regional commander-in-chief exercises conducted this year will include Y2K play. "We are using the department's warfighters, the commanders in chief, to evaluate operational readiness to conduct operations unaffected by the Y2K problem," Hamre said. The department has scheduled 31 commander in chief operational evaluations — six more than required by the 1999 Defense Authorization Act.

The DoD inspector general will oversee the tests and the General Accounting Office and the Office of Management and Budget will review the results. Hamre said DoD has already conducted three tests, and he called such evaluations "essential to providing the additional assurance that our systems will remain operational over the millennium date change."

Yet even with all these tests, there will probably be Y2K impacts on DoD. Hamre said the department is working on contingency plans in case Y2K problems crop up. The chairman of the Joint Chiefs of Staff and the regional commanders in chief are working through the Universal Joint Task List to ensure operations can continue if Y2K problems occur and they are putting workarounds in place that will allow commanders to accomplish their missions.

Finally, DoD is working with other U.S. government agencies.

"DoD must be able to assure operational readiness to react to challenges to U.S. national security while at the same time assisting the nation in such a fashion as may be necessary to

negate disruptions to the domestic infrastructure," Hamre said.

DoD is sponsoring Exercise Positive Response Y2K, a series of command post exercises that will run through September. The premise of the exercises is how DoD and the country react when multiple Y2K-related failures occur.

"The concept is to remove mission-critical systems and capabilities from play during the conduct of a robust warfighting scenario and then assess DoD's ability to respond with timely decisions," Hamre said. "In addition, the exercises assess the ability of the services to execute operational contingency plans and to mitigate problems associated with Y2K."

Other Y2K DoD actions include:

- Sharing DoD's expertise with other federal agencies. For example, DoD Health Affairs has already done Y2K testing on biomedical equipment. Officials are sharing test results with the Department of Veterans Affairs, the National Institutes of Health, Indian Health Service and others.
- The National Guard will conduct a communications test under Y2K conditions. Success is defined as the Guard being able to talk to all 54 states, territories and the District of Columbia simultaneously.
- There are no federal plans to call up the National Guard or other reserve components.
- DoD is working closely with the ministries of defense in Great Britain, Canada and Mexico. The United States is also working on the Y2K problem within NATO and with Pacific Rim allies.
- DoD is working with Russia on Y2K threat reduction plans.

HRO from Page 1

"Read the announcement and find out the specific submission requirements."

The HRO provides specific information on HRO- and HRSC-responsible areas as outlined in Department of the Navy operating procedures and DoD guidance. The local HRO remains responsible for direct customer support and the management of local human resources programs and services.

"The HRO has a Self Service Information Center where individuals may review job opportunities as well as pick up forms or handouts on tips for preparing resumes," said Gonzales. "No appointment is

needed for the Self Service Information Center."

Individuals must now make an appointment to meet with and discuss matters with HRO staff members. Gonzales explained, "This is an improved process for quality customer care service in light of the smaller HRO staffs."

HRO continues to be responsible

See HRO Page 10



AAV from Page 7

The Maintenance Center has a schedule to meet for supplying the hulls to the UDLP. In turn, UDLP has a schedule for returning the modified hulls. If either party is late, the remaining steps in the process (component rebuild, assembly, and test and integration) will begin behind schedule, and that could jeopardize delivery dates.

Not only does this job require Maintenance Center employees to work together as a team, but it also means Maintenance Center personnel must work with the personnel at UDLP as a team to provide customers with the products they requested.

Once the UDLP personnel receive the hulls from the Maintenance Center, Barstow, they perform the welding and machining work

necessary to accommodate the RAM/RS suspension. When the modification work is finished, UDLP sends the modified hulls back to the Maintenance Center for the remaining work phases to be completed.

The casual observer might think that once the AAV hulls leave the Maintenance Center compound, employees can relax until the modified hulls are returned. However, employees of the AAV production team begin the same process on another AAV. The work is just beginning for others. For instance, employees in at least 12 different support shops begin repairing components that were removed from the AAVs that just left for UDLP. But, as they say, that's another story.



*The Navy-Marine Corps Relief Society is here for you; yesterday, today and tomorrow. But it doesn't work without support. The annual fund drive runs until April 9. See your NMCRS fund Drive Representative today.*

MCB mechanics ... Teamwork at it's best

By Rick Bremen  
Production Management Department

Mechanics at the Maintenance Center Barstow have been working together for years, so teamwork is second nature to them.

Making significant contributions seem to come naturally to the entire team. And why shouldn't it? The average AAV mechanic has roughly 10 years of experience, and a number of them have 20 years experience and have also served in the Marine Corps..

The majority of these workers also served their country in the Marine Corps, Army, Navy, or Air Force. They all know the importance of providing the best possible product to the Maintenance Center's customers.

The AAV/RAM/RS vehicle will be a better, smoother, quieter vehicle with better steering, fewer vibrations and, most important to the Marines in the field, it will go faster.

"The reason we used to be called a 'Multi-Commodity Maintenance Center' was because we had a multi-talented work force," said a Maintenance Center employee. "We still have that multi-talented work force, even though our name is now officially 'The Maintenance Center, Barstow.'"

"This is one heck of a good team — one of the best P7 teams I've been associated with," agreed Mike Doyle, AAV production team work leader.

Bill Winegar, AAV production team supervisor, said the team does an outstanding job, regardless of where they work on the line. "Sometimes employees experience job burnout," Winegar said. "But these folks certainly don't. They willingly move to wherever they are needed to get the job done. It takes a big team effort from everybody — not just the mechanics on the line, but everyone associated with the disassembly of the vehicle. Talk about a team! We're talking about quite a large team if you consider how many Maintenance Center employees 'touch' an AAV during this first disassembly phase!"

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HRO from Page 8

for Labor and Employee Relations, the Equal Employment Opportunity (EEO) Program and counseling, Special Emphasis Programs (SEP), worker's compensation, activity-specific training, tuition reimbursement, classification authority under managing to payroll, and ad-

ministering performance and recognition programs.  
"The HRO staff's experience is extensive and competent and includes service with other agencies as well as military service," said Gonzales. "Providing quality service to our customers is very important to us."

**HRO Organization** Call 577-6478.

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**1962 GMCTRUCK:** Utility bed, V6, 4-speed, good tires. \$1,000. OBO. Call 252-9199.

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**WANTED:** Looking for drivers to drive from Apple Valley to Yermo Annex Bldg. 573. No gas payment required. Work schedule is Monday, Tuesday, Wednesday 6:30 am to 4:00 pm. Call 240-4218. Ask for Phillip.

**WANTED:** Camper shell for Toyota regular bed. Call 252-1766

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**PUPPIES:** Pure-bred Australian Shepherd puppies for sale, 1200 Munda. Call 252-4524.

**FOR SALE:** Parakeet, cage and all. \$25. Call 252-2815 Lv msg.

**FOR SALE:** Oval-shaped dining room table and 4 chairs, very good condition, "Country Lookin". \$80. Call evenings 255-4666

**THANKYOU:** Many thanks for your concern during my hospital stay. The visits, cards, flowers and reading material were greatly appreciated. LaVora Brown.

**THANKYOU:** I would like to thank my co-workers at MCCHRO-W and all the employees around MCLB Barstow for their kindness and condolence in the recent death of my sister. Most of all I would like to thank everyone for respecting my silence. Sharon Lange, EEO, MCCHRO-W

**THANK YOU:** Thanks to all the MCB employees who donated items for our March 13 yard sale. \$3,000.00 was raised to help the Carrillo family whose home was destroyed March 8.

# 10 miles ... okay; 12 miles ... no way!



Photo by LCpl. Brian Davidson

Major Kathy Maloney, Headquarters Battalion Commanding Officer, leads the way during the battalion's 12-mile hike Friday. Cpl. Micheal McQuillan, Marine of the Year, carries the battalion guidon.

## CHAP from Page 2

*His rod and His staff bring me comfort because I know He cares enough to correct me and protect me.* Even if I should die, I know the physical part of me is minor compared with the spiritual dependency I have in God. Death, then, is not to be feared. It is to be prepared for by being in right relationship with God.

Wherever I go, whatever I do, I know that I can trust God. I know that life is so full of God's blessings that I can't even come close to a comprehensive list of the things He does for me. I am reminded that Jesus fills me with more than I need spiritually because He said, *"I have come that they might have life and that they might have it more abundantly"* (John 10:10). I think that is what the psalmist was referring to when he wrote, *You prepare a table before me in the presence of my enemies. You anoint my head with oil; my cup overflows.*

If God is my Shepherd; if I am responsive to His provisions and His leading; if I place my trust in Him for my life; then good things are bound to happen. Others are going to notice a peace in me that goes beyond explanation. Hopefully, they will be drawn to a relationship with God as well. Ideally, I can be an instrument of communicating God's love to everyone. There is no place that I can go and not be in God's presence. That is what the psalmist means by writing, *Surely goodness and mercy will follow me all the days of my life, and I will dwell in the house of the Lord forever.*

If in fact the Lord is my Shepherd, what more could I possibly need?

Blessings,  
Chaplain Michener